



Fire Program Analysis – Preparedness Module

Fire Leadership Assumptions

Issue: What are the assumptions built into the Fire Leadership portion of the Manage Budget function within FPA PM?

Background:

The Manage Budget feature of the FPA PM model was introduced in version 1.2 of the software. It is based upon Business Use Case 58: Define FPU Rules and Thresholds; System Use Case: Define Leadership and Support Rules; and PCR 40: PCR 40 Detail Post Optimization Rules. The purpose of this paper is to summarize the assumptions and values used for Fire Leadership.

Background:

Fire Leadership is determined during optimization from fire resource usage including those resources generated by Wildland Fire Use.

- Each fire resource in an FPU generates a fraction of funding for fire program leadership positions. These positions equate to what is generally known as a Fire Management Officer (FMO), Assistant Fire Management Officer (AFMO), and Fire Operations Specialist (FOS).
- In addition, each aviation resource generates a fraction of funding for an aviation manager-type position.
- Additional fire management positions are added as a threshold of fire management positions is generated. For example, five FMO's generates a "higher level" FMO. The budgets for these positions are one additional grade higher.

A standard grade will be applied to each of the manager categories for the purpose of generating a budget. The total of all the fractional positions generated during optimization creates a "Fire Leadership Budget". The FPU will spend out their Fire Leadership budget against positions and identify agency affiliation.

- A shopping "pick list" allows for defining grade structure, organizational structure, and staffing considerations.
- Positions may be fractionally funded and/or may have shared agency ownership
- This process is applied to each budget increment point on the frontier curve.

Assumptions used in the model:

- 1:4 ratios are applied for first level Fire Managers to fire resources. This number reflects the increased complexities of FPU level management.
 - Budget represented by the salary of a GS-12 step 5 employee
 - Includes personnel compensation, benefits, travel, training, and supplies
- 1:3 ratios are applied for Aviation Manager to aviation resources.
 - Budget represented by the salary of GS-11 step 5 employee
 - Includes personnel compensation, benefits, travel, training, supplies
- 1:16 ratios are applied for second level Fire Managers to fire resources. This would continue with the 1:4 ratio applied at the first level fire managers level. (1:4 at first level; with a subsequent 1:4 for first level managers to second level managers; this equals a 1:16 ratio).
 - Budget represented by the salary of a GS-13 step 5 employee
 - Includes personnel compensation, benefits, travel, training, and supplies

Note: The ratios and GS levels will be evaluated and adjusted (if needed) by the FPA Steering Committee.